SERO

Army Performance Improvement Criteria "APIC" Training Module 9

"APIC Organizational Profile"

The Details of the Criteria

Organizational Profile

- Over the past seven weeks you have been provided general information on each of the 7 categories of the APIC criteria. This week's TMT we begin reviewing the details of the criteria, starting with the "Organizational Profile."

- For the next several months your TMT modules will take you through the details of Organizational Profile and the Seven Categories of criteria contained in the APIC.

- We encourage you to keep and consolidate these training modules for future reference.

Organizational Profile

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- The APIC Organizational Profile is a “snapshot” of our organization, the key influences on how we operate, and the key challenges we face.
- The Organizational Profile is comprised of two “Key Performance Areas” that we refer to as KPAs.
  - P1 – Organizational Description
  - P2 – Organizational Challenges

P1
Organizational Description

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- P1 addresses our key organizational characteristics.
- It asks us to describe our organization's operating environment and our key relationships with customers, suppliers, partners, and stakeholders.
- The P1 Organizational Description has two sections that ask us a series of questions related to:
  - P1.a Organizational Environment
  - P1.b Organizational Relationships

P1
Organizational Description

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Organizational Environment questions ask:

1. What are your organization's main products and services?

   What are the delivery mechanisms used to provide your products and services to your customers?

2. What is your organizational culture?

   What are your stated purpose, vision, mission, and values?

3. What is your employee profile?

   What are your categories and types of employees?

   What are their educational levels?

   What are your organization's workforce and job diversity, organized bargaining units, use of contract employees, and special health and safety requirements?

P1
Organizational Description

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Organizational Environment questions ask:

4. What are your major technologies, equipment, and facilities?

5. What is the regulatory environment under which your organization operates?

   What are the applicable occupational health and safety regulations; accreditation, certification, or registration requirements; relevant industry standards; and special environmental, financial, and product regulations.

P1
Organizational Profile

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We ask that you look over each of these questions and establish in your mind or on paper what you think the answers are.

These will be similar questions that you will be asked during the APIC/ACOE On-Line Survey later this summer or fall.

More Information about the Army Performance Improvement Criteria and the
"APIC" website can be found at:

www.hqda.army.mil/leadingchange/